Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Policy and Workplace Information,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Labour Policy and Workplace Information offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

In this issue

Page

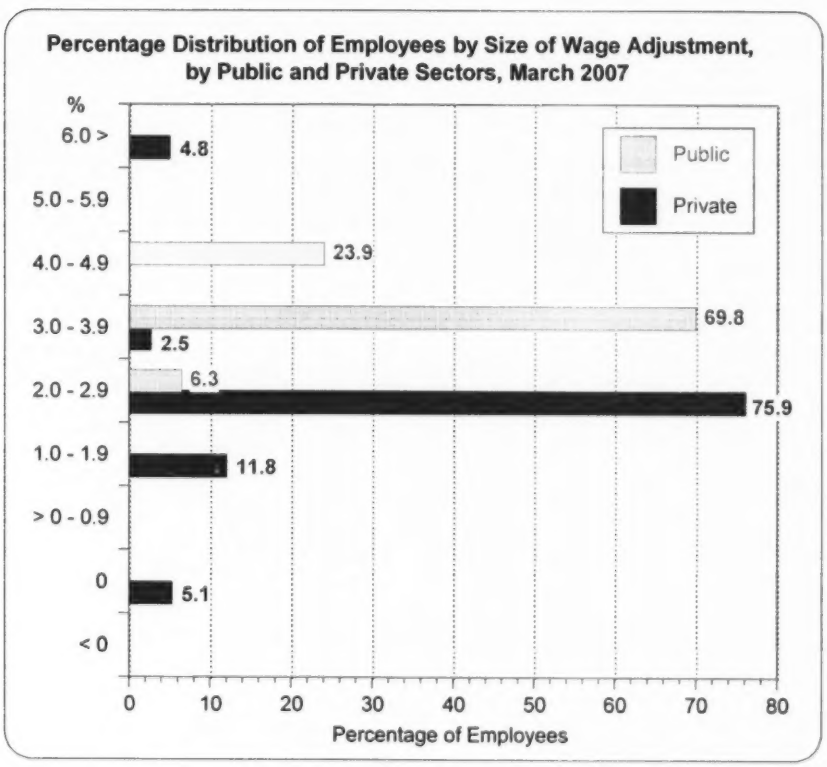
- Wage Settlements—**March 2007** and **1st Quarter 2007** analysis and wage data 2
- Current and Upcoming Key Negotiations 16
- Major Work Stoppages 19
- Coming in the Next *Bulletin* 20
- For More Information 20
- Mailing List—Add or Remove My Name 20

Wage Settlements

Wage Settlements Covering 500 or More Employees
March 2007

Wage adjustments from major collective bargaining settlements reached in March 2007 averaged 3.1% annually over the contract term. The results are based on 20 agreements covering 96,505 employees.

When the parties to these March settlements previously negotiated, the resulting wage adjustments averaged 2.6%, lower than in their current settlements. Contract duration in the previous round of settlements averaged 32.0 months, compared to a 29.7 month average for March 2007.



The majority of employees (52%) covered by March settlements came from a single agreement, the Ontario Hospital Association, providing 50,100 nurses with wage increases averaging 3.0%.

Wage gains in March were higher in the public sector (3.2%) than in the private sector (2.5%). The largest concentration of employees (79.3%) was in the public sector. These results were influenced by

settlements in the Ontario nurse's agreement mentioned above and the Government of Saskatchewan agreement providing 13,000 employees with wage increases averaging 4.0%. The private-sector figure was influenced by an Ontario construction agreement providing 14,500 electricians with wage adjustments averaging 2.6%.

On an industry basis, wage adjustments ranged from a low of 0.5% in manufacturing to 4.0% in public administration. On a jurisdiction basis, wage adjustments ranged from an average of 1.0% in the Atlantic Provinces to 4.0% in Saskatchewan (and 6.6% in a single multiprovince agreement with Pyramid Corporation).

There are approximately 1,000 collective agreements covering 500 or more employees in Canada. Since the 1990s average contract duration has risen from the 24.3 months in 1992 to 42.6 months in 2006. The combination of longer collective agreements and increasing employee coverage (bargaining unit restructuring and mergers) has resulted in lower bargaining activity and fewer agreements. This year, average monthly settlement activity has been less than 30 agreements compared to an average of over 40 in the 1990s.

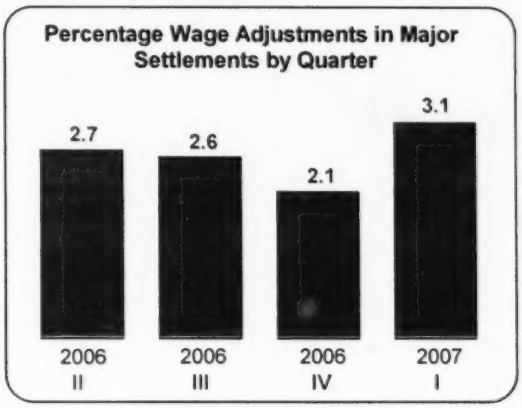
Average Annual Percentage Wage Adjustments by Month

	2007		
	January	**February**	**March**
Sectors			
Public Sector	3.2	4.3	3.2
Private Sector	2.9	1.6	2.5
All Industries/Jurisdictions			
Average Annual Adjustment	3.1	3.2	3.1
Non-COLA	3.2	3.2	3.1
COLA	2.7	3.0	1.2
First-Year Adjustment	3.0	1.7	2.9
Non-COLA	3.1	1.3	3.0
COLA	2.4	4.2	0.7

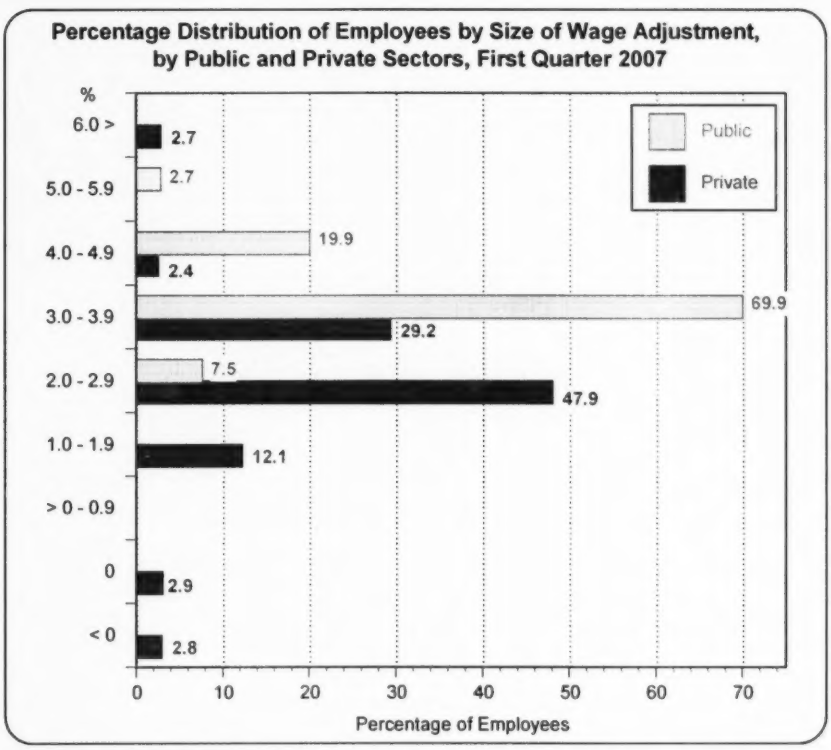
	2007		
	January	**February**	**March**
Industries			
Primary Industries	-	3.0	-
Utilities	3.1	3.3	-
Construction	4.0	-	2.9
Manufacturing	1.7	-0.8	0.5
Wholesale and Retail Trade	-	1.4	-
Transportation	3.2	-	-
Information and Culture	-	-	1.6
Finance and Professional Services	-	-	2.0
Education, Health and Social Services	3.2	4.4	3.0
Entertainment and Hospitality	2.0	3.3	-
Public Administration	-	-	4.0
Jurisdictions			
Prince Edward Island	2.9	-	-
Nova Scotia	4.0	-	0.0
New Brunswick	-	3.3	3.0
Quebec	1.4	3.5	2.0
Ontario	2.9	2.8	2.9
Manitoba	2.7	-	-
Saskatchewan	-	-	4.0
Alberta	3.6	-	3.3
British Columbia	2.0	3.5	2.1
Multiprovince	-	-	6.6
Federal Jurisdiction	3.2	-	1.6

First Quarter 2007

Major collective bargaining settlements reached in the first quarter 2007 provided base-rate wage adjustments averaging 3.1% annually over the term of the contract. The results for the first quarter 2007 are based on a review of 44 settlements and cover 126,890 employees.



When the parties to these first quarter settlements previously negotiated, the resulting wage adjustments averaged 2.6%, lower than in their current settlements. Contract duration in the previous round of settlements averaged 31.5 months, compared to a 32.0-month average for the first quarter 2007.



In the first quarter of 2007, wage adjustments in the public sector averaged 3.3% for 91,970 employees in 24 agreements. There has been a modest upward trend in the size of public-sector wage adjustments, where average settlement increases rose to 2.2% in 2005 from 1.4% in 2004, and then up to 2.6% in 2006. The public-sector figure in the first quarter 2007 was influenced in large part by an Ontario health-sector agreement covering 50,100 nurses (40% of the total quarterly employee coverage) with wage increases averaging 3.0%; upward pressure on wages also originated in large part from the Government of Saskatchewan settlement providing 13,000 employees with adjustments averaging 4.0%.

The private-sector average for 34,920 employees in 20 agreements was 2.6%. The private-sector figure was influenced by an Ontario construction agreement providing 14,500 electricians (11.4% of the total quarterly employee coverage and 41.5% of the private sector coverage) with wage adjustments averaging 2.6%.

The largest concentration of employees (72.5%) in the first quarter settlements was in the public sector. The wage series is employee-weighted. Under this methodology, the current public-sector figures had a larger impact in the calculation of the national average.

There was a relatively wide variation in wage settlement levels in the first quarter 2007, ranging from a wage cut of 14% in the first year of the contract for 990 meat-packing employees at Olymel in Quebec (averaging -0.8% over an 87-month contract), to a 6.6% average annual increase over a 2-year contract for 950 construction employees at Pyramid Corporation operating from Alberta and the Northwest Territories (a multiprovince agreement). On an industry basis, wage adjustments ranged from a low of 0.7% in manufacturing to 4.0% in public administration; the largest concentration of agreements and employees was in education, health and social services with wage adjustments averaging 3.1%. On a jurisdiction basis, wage adjustments ranged from an average of 1.8% in Nova Scotia to 4.0% in Saskatchewan (and 6.6% in a single multiprovince agreement with Pyramid Corporation); the largest concentration of agreements and employees was in Ontario where wage adjustments averaged 2.9%.

Average Annual Percentage Wage Adjustments by Quarter

	2006			2007
	2nd	3rd	4th	1st
Sectors				
Public Sector	2.7	2.7	2.9	3.3
Private Sector	2.2	2.5	1.4	2.6
All Industries/Jurisdictions				
Average Annual Adjustment	2.7	2.6	2.1	3.1
Non-COLA	2.7	2.6	2.1	3.1
COLA	2.2	2.5	2.6	2.0
First-Year Adjustment	2.8	2.2	2.2	2.8
Non-COLA	2.9	2.2	2.2	2.9
COLA	2.1	2.4	2.8	1.8

	2006			2007
	2nd	3rd	4th	1st
Industries				
Primary Industries	2.7	-	3.0	3.0
Utilities	1.9	2.6	3.6	3.1
Construction	3.7	3.5	3.5	2.9
Manufacturing	1.8	2.4	2.2	0.7
Wholesale and Retail Trade	2.1	-	1.1	1.4
Transportation	2.8	2.0	2.9	3.2
Information and Culture	2.4	0.5	1.2	1.6
Finance and Professional Services	2.5	2.5	2.5	2.0
Education, Health and Social Services	2.8	2.6	2.9	3.1
Entertainment and Hospitality	3.1	2.9	2.8	2.6
Public Administration	3.0	2.8	2.8	4.0
Jurisdictions				
Newfoundland and Labrador	2.0	-	1.9	-
Prince Edward Island	2.8	2.9	2.1	2.9
Nova Scotia	3.1	3.3	2.9	1.8
New Brunswick	1.2	3.0	3.5	3.1
Quebec	1.8	1.7	2.7	2.9
Ontario	2.9	2.9	1.5	2.9
Manitoba	3.1	2.6	2.6	2.7
Saskatchewan	-	-	2.0	4.0
Alberta	3.4	3.5	3.8	3.5
British Columbia	2.6	2.8	3.4	2.3
Territories	3.1	-	-	-
Multiprovince	4.1	-	-	6.6
Federal Jurisdiction	2.6	2.2	2.2	2.8

Average Annual Percentage Wage Adjustments by Year

	2004	2005	2006	2007
Sectors				
Public Sector	1.4	2.2	2.6	3.3
Private Sector	2.2	2.4	2.1	2.6
All Industries/Jurisdictions				
Average Annual Adjustment	1.8	2.3	2.5	3.1
Non-COLA	1.7	2.2	2.5	3.1
COLA	2.8	2.5	2.5	2.0
First-Year Adjustment	1.1	2.1	2.4	2.8
Non-COLA	0.9	2.1	2.4	2.9
COLA	2.7	2.8	2.5	1.8
Industries				
Primary Industries	2.9	2.3	2.7	3.0
Utilities	3.1	2.6	2.3	3.1
Construction	2.7	2.5	3.5	2.9
Manufacturing	2.4	2.4	2.0	0.7
Wholesale and Retail Trade	1.4	1.9	1.1	1.4
Transportation	0.6	2.9	2.1	3.2
Information and Culture	2.7	2.4	2.5	1.6
Finance and Professional Services	1.3	2.3	2.5	2.0
Education, Health and Social Services	0.9	2.1	2.5	3.1
Entertainment and Hospitality	2.7	1.9	2.9	2.6
Public Administration	2.5	2.4	2.8	4.0

	2004	2005	2006	2007
Jurisdictions				
Newfoundland and Labrador	1.0	2.1	1.7	-
Prince Edward Island	2.4	2.5	2.7	2.9
Nova Scotia	4.7	3.2	3.1	1.8
New Brunswick	4.1	3.0	2.9	3.1
Quebec	2.6	1.6	1.8	2.9
Ontario	3.0	2.7	2.5	2.9
Manitoba	2.6	2.9	2.6	2.7
Saskatchewan	1.6	1.9	2.1	4.0
Alberta	3.1	3.0	3.4	3.5
British Columbia	-1.6	0.5	2.4	2.3
Territories	3.0	3.0	3.1	-
Multiprovince	2.7	4.1	3.5	6.6
Federal Jurisdiction	1.6	2.6	2.3	2.8

Note: *Data for 2007 cover the months of January through March.*

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1987

Year	Public	Private	All
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3

Year	Public	Private	All
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.2	1.8
2005	2.2	2.4	2.3
2006	2.6	2.1	2.5
2007	3.3	2.6	3.1

Note: *Data for 2007 cover the months of January through March.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Labour Policy and Workplace Information, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees and durations by month, quarter and year for all sectors—public and private, jurisdictions, and industries. The data is available at other detailed tables (PDF format, 314kb).

Major Settlements Reached in March 2007

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Construction				
Electrical Trade Bargaining Agency of the Electric Contractors Assn. province-wide, Ontario International Brotherhood of Electrical Workers (AFL-CIO/CLC) electricians	14,500	2.6	36.0	Apr 30, 2010
Pyramid Corporation province-wide, Alberta; territory-wide, Northwest Territories Christian Labour Association of Canada (Independent-natl.) construction employees	950	6.6	24.0	Apr 30, 2009
Saint John Construction Association Inc. Saint John County, New Brunswick; Charlotte County, New Brunswick; Kings County, New Brunswick; Queens County, New Brunswick United Brotherhood of Carpenters and Joiners of America (CtW/CLC) carpenters	500	3.0*	36.0	Jun 30, 2009
3 agreements	**15,950**	**2.9**	**35.3**	
Manufacturing				
G.E. Canada Pickering, Ontario; Burlington, Ontario; Pellet, Ontario; Peterborough, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) plant and maintenance employees	850	1.0*	36.0	Feb 15, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Trenton Works Ltd. Trenton, Nova Scotia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) production employees; general tradesmen	1,010	0.0*	36.0	Oct 31, 2009
2 agreements	**1,860**	**0.5**	**36.0**	
Information and Culture				
Expertech Network Installation Inc. province-wide, Quebec; province-wide, Ontario Communications, Energy and Paperworkers Union of Canada (CLC) technical employees	1,500	1.6*	60.0	Nov 30, 2011
1 agreement	**1,500**	**1.6**	**60.0**	
Finance and Professional Services				
Fédération des caisses Desjardins du Québec, Services de Cartes Montréal, Quebec United Food and Commercial Workers Canada (CtW/CLC) office employees	625	2.0	72.1	Mar 09, 2013
1 agreement	**625**	**2.0**	**72.0**	
Education, Health and Social Services				
Alberta Cancer Board province-wide, Alberta Alberta Union of Provincial Employees (Independent-natl.) support employees	520	3.3	36.0	Mar 31, 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Capilano College North Vancouver, British Columbia Federation of Post-Secondary Educators of BC (CLC) lecturers	690	2.1	36.0	Mar 31, 2010
Kwantlen University College Surrey, British Columbia Federation of Post-Secondary Educators of BC (CLC) instructors	650	2.1	36.0	Mar 31, 2010
Ontario Hospital Association province-wide, Ontario Ontario Nurses' Association (Independent-natl.) nurses	50,100	3.0	24.0	Mar 31, 2008
Ottawa Hospital Ottawa, Ontario Ontario Public Service Employees Union (CLC) health and social care professional employees; para-medical technical employees	2,300	3.0	12.0	Mar 31, 2008
Post-Secondary Employers' Association province-wide, British Columbia Federation of Post-Secondary Educators of BC (CLC); British Columbia Government and Service Employees' Union (CLC) instructors	3,480	2.1	36.0	Mar 31, 2010
Saskatchewan Institute of Applied Science and Technology province-wide, Saskatchewan Saskatchewan Government and General Employees' Union (CLC) administrative services employees	560	4.0	36.0	Jun 30, 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Saskatchewan Institute of Applied Science and Technology province-wide, Saskatchewan Saskatchewan Government and General Employees' Union (CLC) instructors; librarians	1,200	4.0	36.0	Jun 30, 2009
University of Toronto Toronto, Ontario Canadian Union of Public Employees (CLC) teaching assistants	760	4.2	36.0	Aug 31, 2009
9 agreements	**60,260**	**3.0**	**25.1**	
City of Regina Regina, Saskatchewan Canadian Union of Public Employees (CLC) outside employees	1,200	4.0	36.0	Dec 31, 2009
Public Administration				
City of Saskatoon Saskatoon, Saskatchewan Canadian Union of Public Employees (CLC) inside and outside employees	1,550	4.0	36.0	Dec 31, 2009
Government of Saskatchewan province-wide, Saskatchewan Saskatchewan Government and General Employees' Union (CLC) administrative and support employees; service employees; technical employees	13,000	4.0	36.0	Sep 30, 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Halton Regional Police Services Board Halton County, Ontario Halton Regional Police Association (Independent-local) police officers	560	3.2	36.0	Dec 31, 2008
4 agreements	**16,310**	**4.0**	**36.0**	
Agreements with COLA - 4 agreements	**3,860**	**1.2**	**45.3**	
Agreements without COLA - 16 agreements	**92,645**	**3.1**	**29.0**	
All Agreements - 20 agreements	**96,505**	**3.1**	**29.7**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Labour Policy and Workplace Information, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	110,380	ARB/CO/ B/TENT	Mar 06–Jun 07
VIA Rail Canada	CAW-CANADA	3,260	CO	Dec 06
Government of Nunavut	PSAC	2,100	B	Sep 06
National Research Council Canada	Various unions	1,800	B	Dec 04–Mar 07
Private Sector				
Canadian Pacific Railway	Teamsters	6,700	CO/B	Dec 06
British Columbia Maritime Employers Association	ILWU CANADA	3,700	B	Mar 07
Canadian National Railway	UTU	3,000	ARB	Dec 06
Provincial and Territorial Jurisdictions				
Public Sector				
Provincial Health Authorities of Alberta	Nurses	23,000	B	Mar 07
City of Montréal	Various unions	17,800	B	Dec 06
Société de transport de Montréal	CUPE/CSN	6,250	B	Jan 07
Capital District Health Authority	NSGEU	5,500	B	Oct 06
City of Vancouver	CUPE	5,270	B	Dec 06
Nova Scotia Association of Health Organizations	Nurses	4,000	B	Oct 06

Employer	Union	Employees	Status*	Expiry Month
Saskatchewan Telecommunications	CEP	3,460	B	Mar 07
City of Toronto	IAFF	2,950	B	Dec 06
Government of Yukon	PSAC	2,800	TENT	Dec 06
Saskatchewan Association of Health Organizations	HSAS	2,700	B	Mar 07
Government of Prince Edward Island	PEIUPSE	2,440	B	Mar 07
Government of Prince Edward Island	Teachers	1,480	TENT	Jun 07
SaskPower	IBEW	1,340	B	Dec 06
Health Authorities of Prince Edward Island	IUOE	640	CO	Mar 06
Private Sector				
Construction Industry in Ontario	Various unions	76,430	B/CO/ TENT/WS	Apr 07
Construction Industry in Alberta	Various unions	25,700	B/MED	Apr 07
Construction Industry in Quebec	Various unions	11,070	TENT	Apr 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
Canada Safeway Ltd. (Alta.)	UFCW	6,800	B	Mar 07
No Frills Franchise Stores (Ont.)	UFCW	6,300	B	Jan 07
Forest Industrial Relations Limited	Steelworkers	5,000	B	Jun 07
Boilermaker Construction Association of Canada	Boilermakers	4,600	B	Jun 07
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	PCB	Mar 05

Employer	Union	Employees	Status*	Expiry Month
Canadian Automatic Sprinkler Association	Plumbers	1,600	TENT	Apr 07
Greater Vancouver Hotel Employer's Association	UNITED HERE CANADA	1,240	B	Jun 07
Construction Labour Relations Association of Manitoba	Plumbers; pipefitters	500	B	Apr 07

* ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
New Dominion Stores (Ont.)	CAW-CANADA	8,500	Jul 07
Great Atlantic and Pacific Company of Canada Limited (Ont.)	UFCW	6,300	Jun 07
Government of New Brunswick	CUPE	6,290	Jun 07
Government of Nova Scotia	NSGEU	5,800	Mar 07
City of Québec	Various unions	4,020	Dec 06
Algoma Steel Inc. (Ont.)	USWA	3,000	Jul 07
Capital District Health Authority	NSGEU	2,400	Oct 06
GO Transit (Ont.)	ATU	910	Jun 07

Major Work Stoppages

Major work stoppages involving 500 or more employees from **April 20 to May 3, 2007.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Metropolitan Plumbing and Heating Contractors Association Toronto, Ontario United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada 600 plumbers	Not available	May 2/2007	
Ontario Industrial Roofing Contractors Association Province-wide, Ontario Sheet Metal Workers International Association 1,500 roofers	Not available	May 1/2007	
Izaak Walton Killam Health Centre Halifax, Nova Scotia Nova Scotia Government and General Employees Union 600 health and social care professional employees	Pay equity and pension plan	Apr 30/2007	May 1/2007
Association patronale des centres de la petite enfance Montréal and Laval, Quebec Fédération de la santé et des services sociaux de la CSN 500 kitchen staff, office employees, and caregivers	Interpretation of tentative agreement provisions	Apr 26/2007	Apr 26/2007

Employer, Location, Union and Employees	Issues	Starting	Ending
Iron Ore Company of Canada Labrador City, Newfoundland and Labrador United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 1,000 production employees	Wages, contracting out, and seniority	Mar 9/2007	Apr 26/2007

Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Workplace Innovative Practices—**1st Quarter 2007**
- Readers' Corner
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

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Ottawa-Gatineau area at 1-819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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